

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Internal Revenue Service (IRS)

For 2nd Quarter 2015 for period ending March 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	314	306	307	301	249	137
Number of Complainants	298	258	275	280	227	135
Repeat Filers	15	31	26	14	17	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	140	104	120	113	107	53
Color	18	11	22	15	18	8
Religion	14	18	7	10	13	8
Reprisal	143	137	152	152	152	81
Sex	90	85	83	72	82	38
PDA	0	0	2	0	1	0
National Origin	19	20	31	16	22	13

Equal Pay Act	0	0	0	0	1	0
Age	84	64	66	62	78	36
Disability	88	93	125	121	64	53
GINA	0	0	0	0	0	0
Non-EEO	14	18	11	17	8	11
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	14	4	7	5	8	6
Assignment of Duties	35	37	40	35	34	18
Awards	5	8	6	8	5	4
Conversion to Full-time	0	1	0	1	1	1
Disciplinary Action						
Demotion	0	5	3	4	2	4
Reprimand	16	10	12	16	6	5
Suspension	18	11	15	10	15	5
Removal	3	4	6	6	4	2
Other	9	3	20	15	13	7
Duty Hours	7	3	7	5	7	4
Evaluation Appraisal	60	72	78	55	70	32
Examination/Test	3	1	2	1	0	1
Harassment						
Non-Sexual	149	129	152	154	116	60
Sexual	4	13	5	5	10	2
Medical Examination	3	2	0	1	0	0
Pay (Including Overtime)	13	4	10	7	6	4
Promotion/Non-Selection	71	38	38	39	42	33

Reassignment						
Denied	10	10	7	7	3	2
Directed	8	2	10	5	10	4
Reasonable Accommodation	24	30	33	42	17	22
Reinstatement	1	3	1	3	0	0
Retirement	1	2	1	3	3	2
Termination	49	52	36	21	11	8
Terms/Conditions of Employment	27	39	67	86	53	31
Time and Attendance	32	43	47	44	48	23
Training	26	22	15	21	10	9
Other	0	0	0	2	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	183.22	186.42	211.52	261.15	292.84	219.30
Average number of days in final action	30.65	33.41	26.10	31.53	32.30	32.85
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	178.47	183.75	214.54	252.47	291.44	221.94
Average number of days in final action	20.44	27.83	15.98	19.39	22.51	19.72
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	196.38	191.35	206.60	277.60	295.12	216.61
Average number of days in final action	49.50	46.21	42.30	56.31	44.62	44.10
Complaints Dismissed by Agency		Comparative Data				

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Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	2	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	1	100	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status					Comparative Data							
					Previous Fiscal Year Data					2015 Thru 03-31		
					2010	2011	2012	2013	2014			
Total complaints from previous Fiscal Years					163	155	170	189	242	347		
Total Complainants					144	138	147	158	208	288		

Number complaints pending						
Investigation	3	2	5	7	3	25
ROI issued, pending Complainant's action	0	0	0	2	7	21
Hearing	147	143	150	170	223	279
Final Agency Action	12	5	14	8	8	11
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03- 31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	10	4	11	26	4	3